



THE ND COACH

BUILDING INCLUSIVE & NEURO DIVERSITY- AWARE WORKPLACES

**Practical Staff Training for Managers
& Teams**

Delivered by

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SUPPORTING ORGANISATIONS TO:

- ✓ Improve inclusive communication
- ✓ Increase confidence supporting disabled & neurodivergent employees
- ✓ Promote psychologically safe workplaces
- ✓ Strengthen employee wellbeing and retention
- ✓ Build practical disability awareness across teams



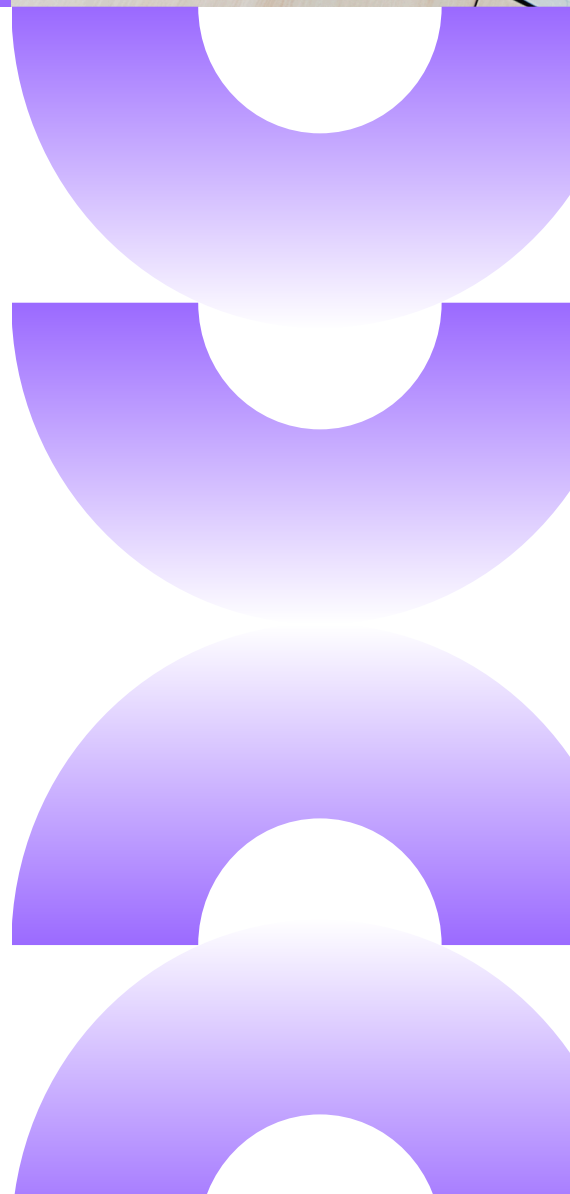
ABOUT THE TRAINING

These interactive sessions are designed for organisations who want to build more inclusive workplace practices in a practical and accessible way.

The training focuses on:

- Disability awareness
- Neurodiversity and different working styles
- Inclusive communication
- Executive functioning and workplace support
- Psychological safety and employee wellbeing

Sessions are practical, non-clinical and focused on real workplace application.





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FUNDING SUPPORT AVAILABLE

For eligible organisations, these training sessions may be supported through the **Work and Access Scheme** from the **Department of Social Protection**.

This scheme can support disability awareness and workplace inclusion initiatives for employees with disabilities and neurodivergent profiles. Eligible organisations may be able to recover up to 90% of training costs through the Work and Access Scheme.



DEPARTMENT OF SOCIAL PROTECTION

<https://www.gov.ie/en/department-of-social-protection/services/work-and-access/#disability-equality-and-inclusion-training>

<https://www.gov.ie/en/department-of-social-protection/services/work-and-access/>

OTHER SOURCES

<https://www.employersforchange.ie/Disability-Equality-and-Inclusion-Training>



**MORE INFORMATION
ON THE
WORK AND ACCESS
SCHEME**



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EXAMPLE TRAINING SESSIONS



DISABILITY AWARENESS & INCLUSIVE COMMUNICATION

- Understanding visible & non-visible disabilities
- Inclusive communication in the workplace
- Reducing stigma and assumptions
- Supporting employee confidence and participation



UNDERSTANDING NEURODIVERSITY AT WORK

- ADHD, autism, dyslexia & dyspraxia in workplace settings
- Different communication and working styles
- Executive functioning and workload management
- Practical workplace adjustments



SUPPORTING NEURODIVERGENT EMPLOYEES EFFECTIVELY

- Managing workload and task prioritisation
- Reducing overwhelm and disengagement
- Supporting focus, wellbeing and productivity
- Building confidence as managers and colleagues



INCLUSIVE LEADERSHIP & WORKPLACE CULTURE

- Inclusive management approaches
- Encouraging strengths and talent development
- Moving beyond accommodation-only models
- Building sustainable inclusive practices



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ABOUT THE TRAINER

Maria Terracciano (The ND Coach) is a neurodiversity-informed trainer and Coach, Psychologist and Senior Learner Support Officer at Technological University Dublin (TUD), specialising in inclusive communication, executive functioning and workplace inclusion.

She supports managers and teams in developing practical strategies to work effectively with different communication and working styles, helping improve clarity, employee wellbeing, engagement and workplace inclusion.

Her training is practical, accessible and focused on tools that can be applied immediately in everyday workplace settings.

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